

ABSTRAK

Tujuan penelitian ini untuk mengetahui hubungan pengembangan karir terhadap intensi *job hopping* pada karyawan hotel Nirwana Gardens. Sampel dari penelitian ini ialah 70 responden dengan karakteristik sudah karyawan aktif di hotel Nirwana Gardens dan sudah bekerja lebih dari satu tahun. Metode pengumpulan data yang digunakan dalam penelitian ini ialah skala *Job Hopping Intention*, dimana disusun berdasarkan 3 dimensi "*theory of planned behavior*" untuk mengukur variabel *job hopping* dan skala ordinal yang mengacu pada indikator untuk mengukur variabel pengembangan karir. Adapun uji analisis ialah *correlations product moment* menggunakan SPSS 25, dengan hasil $(r) = -0,256$, yang berarti ada hubungan negatif antara pengembangan karir dengan intensi *Job Hopping*.

Kata kunci : Hotel Nirwana Gardens, Intensi Job Hopping, Pengembangan karir

ABSTRACT

The purpose of this study was to determine the relationship between career development and job hopping intention at Nirwana Gardens hotel employees. The sample of this research is 70 respondents with characteristics as active employees at the Nirwana Gardens hotel and have worked for more than one year. The Method of data collection in this study is the Job Hopping Intention scale, which is compiled based on the 3 dimensions of "Theory of Planned Behavior" to measure job hopping variables and ordinal scale to measure career development variables. Product moment correlation analysis test using SPSS 25, with the result $(r) = -0.256$ which means there is a negative relationship between career development and Job Hopping Intentions.

Keywords : Career development, Job Hopping intention, Nirwana Gardens hotel